

## **WORKING DRAFT**

### **BUSINESS RULES FOR THE LEADER**

**Version 2 (as of 9 Sep 00)**

1. Purpose. To provide guidance to Active Component leaders for managing PERSTEMPO events.
2. Background. The FY 00 National Defense Authorization Act (NDAA) authorizes “high-deployment per diem”, and established the requirement to track soldiers’ deployed and non-deployed time away from home. Congressional intent was to reduce the time soldiers spend away from home, thereby improving morale and quality of life. This law’s intent is not to provide a financial entitlement to deployed soldiers. The intent is to force the unit commander to more effectively manage the OPTEMPO of the assigned soldier.
3. This legislation has the potential to impact every soldier. All soldiers need to be informed about the PERSTEMPO legislation found in the FY00 NDAA.
4. References:
  - a. Army PERSTEMPO Management System, Version 1.0, 29 June 2000
  - b. AR 600-8-104, Military Personnel Information Management/Records
  - c. FY00 National Defense Authorization Act, Sections 923 and 586
5. Terms.
  - a. Deployment (creditable event): A PERSTEMPO event that occurs when a soldier is engaged in “official duties at a location or under circumstances that make it infeasible for a soldier to spend off-duty time in the housing in which the member resides when on garrison duty at the member’s permanent duty station.” Deployments are broken down into several categories which are further defined into different purposes. See Annex A for categories and purposes and Annex B for definitions.
  - b. Non-Deployment (non-creditable event): A PERSTEMPO event that is similar to a deployment (soldier is engaged in official duties and can’t spend off-duty time in the housing in which he resides) except that the soldier is unavailable due to being in school, on leave, confined, AWOL, or is hospitalized with a line of duty investigation determination of “LOD-NO” (**issue is pending**). All these events do not count towards the high deployment per diem. (Note: Staff Duty Officer, CQ, administrative, guard, or detail duties in garrison at the soldier’s permanent duty station are not reportable in the web application and don’t count as PERSTEMPO events under this law. Additional information is provided below). See Annex B for further definitions.

c. Thresholds: There are currently two PERSTEMPO thresholds dictated by law with a third (payment threshold) being offered for management purposes:

(1) 182 days: The first Army general officer in the soldier's chain of command is required to manage the continued deployment or projected deployment of the soldier who will exceed 182 deployment days in the previous 365 day period. Soldiers who break this threshold are known as "high deployment soldiers".

(2) 220 days: The first Army four star General officer (O-10) in the soldier's chain of command is required to approve the continued deployment or projected deployment of the soldier who will exceed 220 deployment days in the previous 365 day period.

(3) 250(+) days: The payment threshold. After soldiers cross this threshold they are entitled to a \$100 per diem for each day they are (1) deployed and (2) have, as of that day, been deployed 251 days or more out of the preceding 365 days. It is conceivable that commanders would approve soldiers to break the 220 day mark but have them redeploy home prior to breaking the pay threshold.

d. Army Human Resource Identifier (AHRI): the Army Human Resource Identifier identifies a collection of personnel, to include Active Army, US Army Reserve, and Army National Guard, as well as Army Civilian, Contractor, and Private Organization (e.g. Red Cross) personnel (if applicable) that are grouped together for a specific military purpose. The identifier's main purpose is to provide Commanders the capability to identify groups of soldiers and manage them as a group. As a side benefit, it will provide a means to increase personnel asset visibility. See Annex C for further definitions and guidance.

e. Day Away: A day away for a PERSTEMPO event begins on one day, ends on another day. A day away does not require a full 24 hours to be considered a PERSTEMPO day and the day of return will not count as a day away.

## 6. General Guidance.

a. This law is not intended to provide another entitlement for our soldiers but to force the services to better manage the OPTEMPO of their soldiers. Although the Army will always accomplish its mission, careful management is needed to ensure leaders reduce the operational tempo of individual soldiers and to reduce the overall cost of the per diem that will compete with other funding source programs.

b. Because of an extremely tight timeframe, PERSTEMPO requirements will be implemented in three distinct phases:

(1) Phase I: The implementation of a tracking web-application for PERSTEMPO events, to be completed by 1 October 2000.

(2) Phase II: An upgrade to the tracking application that manages high

deployment soldiers. It involves the creation of reports for those soldiers who break the 182 and 220 day thresholds. Further guidance to be published by 1 December 2000.

(3) Phase III: The initial payment process for soldiers who are deployed in excess of the established pay threshold of 250 days. Individual payments occur no earlier than 1 October 2001. Further guidance to be published by 1 May 2001.

c. Tracking of PERSTEMPO days begins 1 Oct 00. Everyone's deployment counter begins at 0 days regardless of deployment history prior to this date.

d. Individual Verification: A deployment counter will be located on all soldiers' LESs beginning end of the month of October 2000. This counter provides the soldier with the current status of the number of deployed days accrued in the previous 365 days, which are recorded in the web application. This is a tool for the soldiers to use in determining that all their deployed days are accurately captured.

e. Commander Verification: **(issue is pending)** Commanders will review the Unit Commander's Finance Report (UCFR) on a monthly basis to identify soldiers who are high deployers and individuals about to cross certain thresholds. UCFR information is compared against information in the PERSTEMPO Consolidated Individual Reconciliation Report (to be created in Phase II) to ensure deployment days are properly recorded within the web application.

f. Access: Utilizing the web to transmit deployment data will require commanders to determine who in their organizations has data entry and change access or read-only access to the PERSTEMPO database. The business rules were developed envisioning access for Company Commanders, First Sergeants, Battalion Commanders, Command Sergeants Major, and unit clerks who currently input soldier deployment data via SIDPERS-3. However, the chain of command may alter the access to the web base system to fit their mission requirements. The bottom line is that unit commanders at all echelons are responsible for designating individuals under their command that should be granted access to the PERSTEMPO web site. PERSTEMPO clerks who have complete access to the database will accurately input event data through the web browser. See Table 1 – Establish Password for additional guidance.

g. Initial Data Entry: It is not necessary for commanders to enter historical deployment data for events that ended prior to 1 Oct 2000 into the web application for entry into the PERSTEMPO database. PERSCOM will transfer this historical data that was entered via SIDPERS-3 into the PERSTEMPO database at a later date. If SIDPERS-3 was used to capture a soldier's deployment that started prior to 1 October 2000 and that will end on or after 1 October 2000, it will be necessary for commanders to 'redeploy' that soldier again through the web browser. This double entry is necessary since there will not be an automatic push of existing SIDPERS-3 deployment data into the web application database. Also, it will not be possible to enter PERSTEMPO event data via SIDPERS-3 after October 2000 **(date pending)** due to the deployment transaction function being turned off. The web application will allow users to enter deployment

dates for soldiers already on deployments prior to 1 October 2000. It is recommended that users begin entering data through the web browser as soon as they receive training on the new PERSTEMPO system. However, deployed days that occurred prior to 1 October 2000 will not be included in the PERSTEMPO deployment counter, but will be reflected accurately in the soldier's historical file.

h. Unit commanders at all echelons will implement the paperwork needed to record the PERSTEMPO event. This will be given to the PERSTEMPO clerk for entry into the web browser. Annex D contains a tracking tool format for commanders to use to record information pertaining to the event. The critical information to be recorded by commanders include event type, category, purpose, start date, end date, and country/state location. It is imperative that Commanders/First Sergeants oversee the accuracy of all PERSTEMPO paperwork.

i. Manual Tracking Process: It is conceivable that some units will not have received PERSTEMPO training prior to 1 October 2000. Regardless of the fact, it will be necessary for unit commanders to manually track all PERSTEMPO events until trained status is achieved. As stated above, the tracking tool in Annex D is intended to assist the leader with recording the PERSTEMPO data for immediate input to the web browser or for storage until access to the web application is established. The tracking tool is intended to assist the commander in the proper capture of PERSTEMPO event data until access to the web application is established. Each completed tracking tool worksheet will be retained as a source document for historical and audit trail purposes with the Modern Army Record Keeping System (MARKS). Supplemental retention and disposition instructions will be issued at a later date.

j. PERSTEMPO Tracking Tool: It is recommended that the commander utilize the PERSTEMPO tracking tool worksheet outlined in Annex D to uniformly capture the PERSTEMPO event data for input into the web application. Each completed tracking tool worksheet will be retained as a source document for historical and audit trail purposes with the Modern Army Record Keeping System (MARKS). Supplemental retention and disposition instructions will be issued at a later date.

k. Data reconciliation/verification: Commanders, First Sergeant, or selected individuals will need to initiate reconciliation and verification of PERSTEMPO data and deployment days for their soldiers that reach designated thresholds prior to submitting paperwork to general officers for management/approval purposes. Further guidance and formatted reports will be available when the management/reporting phase is complete in December 2000. See Table 8 – Data Reconciliation for additional guidance.

l. Special Reporting instructions:

(1) Non deployment (non-creditable) events : The non deployment events listed earlier (individual training TDY (schools), leave, confinement, AWOL, hospitalization with Line of Duty-No) do not count towards PERSTEMPO deployment days. Except for schools, these events are required to be entered into the web application and SIDPERS-3

(for duty status changes) *only if they occurred during a deployment*. If they did not occur during a deployment and result in a duty status change, it is only necessary to update the soldier's duty status through SIDPERS-3. Schools, on the other hand, is a unique event and must be tracked *at all times* and entered into the web application and SIDPERS-3 (for duty status changes) even if the soldier was not deployed.

(2) Joint service members: For PERSTEMPO reporting, it is recommended that all soldiers assigned to Joint Commands submit their PERSTEMPO event information to the Army element that provides administrative support (pay inquiries, LES support, Leave actions, etc) to that organization. **(Working issue. More to follow... )**

(3) Hospitalization: There are two situations where a soldier would be hospitalized – Line of Duty (Yes) and Line of Duty (No). If a soldier was injured during a deployment (Line of Duty-Yes) and required hospitalization, his time away in the hospital would count for PERSTEMPO deployment days. If the injury was determined Line of Duty-No, his time in the hospital would still have to be tracked but would not count towards his PERSTEMPO deployment days. The situation where a soldier is not deployed but is sent TDY to a hospital away from his duty station for surgery, special treatment, etc is being researched on whether this time away would count as deployed days. **(Working issue. More to follow...)**

m. Non reportable events: There are several events that result in the soldier being unable to spend off-duty time in the housing in which the member resides that are considered non reportable events. These events include performing Staff Duty Officer, CQ, administrative, guard, or detail duties in garrison at the soldier's permanent duty station. The soldier may be away from home in these cases but these events are not required to be tracked by Congress. Do not report these events in the web application.

n. Threshold Management/Approval: Selected general officers will be designated to manage/approve thresholds. **(More guidance to follow...)**

o. Reporting Discrepancies: Each individual soldier has the right to report discrepancies on the LES deployment counter, which they feel inaccurately reflect their number of deployed days, to their immediate chain of command. See Table 10 – Challenging PERSTEMPO Counter for further guidance.

p. PCS moves do not count as deployments and are not reportable in the web application.

7. The following steps are provided to assist leaders when initiating a PERSTEMPO event.

**a. Establishing passwords.**

**Table 1**  
**Establish Password**

Step	Who/Where	Action
1	Commander	Identify soldiers who will have access to the PERSTEMPO database (Data Entry & Change or Read-Only access) and provide the System Administrator with the individual's name, rank, SSN, phone number, military e-mail address, type of access, and level of access.
2	Designated personnel who will have access to PERSTEMPO database	Log onto the Army Knowledge On-line website ( <a href="http://www.army.mil/ako">www.army.mil/ako</a> ) and access and/or initiate userid/password verification.
3.	Commander	Inform System Administrator of personnel who no longer need access to PERSTEMPO database because of ETS, DEROS, PCS, reassignment, etc.

**b. Creating PERSTEMPO events:**

(1) There are basically four scenarios in which a PERSTEMPO event will occur:

(a) On-Post/local training area with command and control of the soldier remaining with his assigned unit. Examples include field training exercises (FTXs), airborne operations, gunnery/rifle ranges.

(b) On-Post/local training area with command and control of the soldier shifting to an associated unit. Examples include augmentation support for NTC or JRTC train up FTXs.

(c) Off-Post with command and control of the soldier remaining with his assigned unit. Examples include mission support TDY, unit deployments to NTC, JRTC, or Bosnia/Kosovo.

(d) Off-Post with command and control of the soldier shifting to an associated unit. Examples include individual augmentation of NTC/JRTC deployments and support for Bosnia/Kosovo rotations. In some cases, the soldier processes and/or trains at several installations to get to the final PERSTEMPO event.

**(2) It is recommended the following initial steps are taken before any of the above scenarios take place:**

**Table 2**  
**Initial Steps**

STEP	WHO/WHERE	ACTION
1	Commander/1SG of the assigned soldier	Upon notification of the unit's participation in a PERSTEMPO event, obtain the designated AHRI from Operations (or designated staff section) to be used for that event.
2	Commander/1SG of the assigned soldier	Identify soldiers who are due to depart on a PERSTEMPO event. To the greatest extent possible, identify soldiers well in advance of a deployment for forecasting purposes.
3	Commander/1SG of the assigned soldier	Record pertinent deployment data (start & stop dates, location, purpose, etc) using a format similar to the PERSTEMPO Tracking Tool (see Annex D). Ensure correct AHRI is used.
4	PERSTEMPO Clerk	Input PERSTEMPO event information into web-browser for forecasting purposes only. Notify the Commander/1SG in case a soldier is forecasted to break the 182 and/or 220 day threshold.
5	Commander/1SG of the assigned soldier	Review the PERSTEMPO posture of the soldier(s) as soon as possible prior to participating in a PERSTEMPO event. If the soldier will not break either threshold, allow him to depart. If a soldier is forecasted to break the 182 day and/or 220 day threshold, go to 'Threshold Management' (Table 9) for notification and approval process.

**(3) The following steps are to be used for On-Post/local training area scenarios:**

**Table 3**  
**On-Post/local training area with command and control of the soldier remaining with his assigned unit.**

STEP	WHO/WHERE	ACTION
1	Commander/1SG	Follow Steps 1-5, Table 2.
2	PERSTEMPO Clerk	After forecasting is complete and the soldier is authorized to deploy, submit the event information through the web browser using the correct AHRI.
3	Commander/1SG	Gather any changes to a soldier's PERSTEMPO event, to include date changes (returning earlier/staying later), leave status, hospitalization, etc. Notify the PERSTEMPO clerk of any changes to be input in the

		web-browser.
4	Commander/1SG	Upon completion of the PERSTEMPO event, ensure the clerk has properly ended the event with the correct dates.
5	Commander/1SG	Retain PERSTEMPO tracking tool form or any other form used to record event information in case future verification is needed to correct a soldier's deployment count
6	Commander/1SG	Conduct review of soldier's deployment counter after input has been made into the web application or monthly using the UCFR and the current PERSTEMPO Consolidated Individual Reconciliation Report (Phase II). This will ensure the soldier has correct information recorded in the PERSTEMPO database.

**Table 4**  
**On-Post/local training area with command and control of the soldier shifting to an associated/supported unit.**

STEP	WHO/WHERE	ACTION
1	Commander/1SG of the assigned soldier	Follow Steps 1-5, Table 2. After forecasting is complete and the soldier is authorized to deploy, provide the soldier's standard information (name, rank, SSN, AHRI, etc) to the unit the soldier is associated with or is supporting.
2	PERSTEMPO Clerk of the unit the soldier is associated with	Enter the attached soldier's standard information and submit his data, using the appropriate AHRI, into the web application.
3	Commander/1SG of the unit the soldier is associated with	Gather any changes to the soldier's PERSTEMPO event, to include date changes (returning earlier/staying later), leave status, hospitalization, etc. Notify the PERSTEMPO clerk of any changes to be input in the web application.
4	Commander/1SG of unit the soldier is associated with or is supporting	Upon completion of the PERSTEMPO event, ensure the clerk has properly ended the event with the correct dates.
5	Commander/1SG of both assigned unit and unit the soldier is associated with/supporting	Retain PERSTEMPO tracking tool form or any other form used to record event information in case future verification is needed to correct a soldier's deployment count



**(4) The following steps are to be used for Off-Post scenarios:**

(a) Use the following steps if the soldier is deploying directly to the PERSTEMPO event with **no** intermediate installations.

**Table 5**

**Off-Post scenario - if command and control of the soldier remains with his assigned unit**

STEP	WHO/WHERE	ACTION
1	Commander/1SG	Follow Steps 1-5, Table 2.
2	PERSTEMPO Clerk	After forecasting is complete and the soldier is authorized to deploy, submit the event information through the web browser using the correct AHRI.
3	Commander/1SG	Gather any changes to a soldier's PERSTEMPO event, to include date changes (returning earlier/staying later), leave status, hospitalization, etc. Notify the PERSTEMPO clerk of any changes to be input in the web-browser.
4	Commander/1SG	Upon completion of the PERSTEMPO event, ensure the clerk has properly ended the event with the correct dates.
5	Commander/1SG	Retain PERSTEMPO tracking tool form or any other form used to record event information in case future verification is needed to correct a soldier's deployment count
6	Commander/1SG	Conduct monthly review of UCFR and current PERSTEMPO Consolidated Individual Reconciliation Report (Phase II) to ensure deployment days are properly entered into the web application.

**Table 6**

**Off-Post scenario - if command and control of the soldier shifts to an associated/supported unit**

STEP	WHO/WHERE	ACTION
1	Commander/1SG of the assigned soldier	Follow Steps 1-5, Table 2. After forecasting is complete and the soldier is authorized to deploy, provide the soldier's standard information (name, rank, SSN, AHRI, etc) to the unit the soldier is associated with or is supporting
2	PERSTEMPO Clerk of the unit the soldier is associated with or is supporting	Enter the attached soldier's standard information and submit his data with the unit using the appropriate AHRI through the web application.
3	Commander/1SG of unit the soldier is associated with	Gather any changes to the soldier's PERSTEMPO event, to include date changes (returning earlier/staying later), leave status, hospitalization, etc. Notify the

	or is supporting	PERSTEMPO clerk of any changes to be input in the web-browser.
4	Commander/1SG of unit the soldier is associated with or is supporting	Upon completion of the PERSTEMPO event, ensure the clerk has properly ended the event with the correct dates.
5	Commander/1SG of both assigned unit and unit the soldier is associated with/supporting	Retain PERSTEMPO tracking tool form or any other form used to record event information in case future verification is needed to correct a soldier's deployment count

(b) Use the following steps if **there are** intermediate installations the soldier has to process through. These steps apply to both situations where the soldier's command and control is with his assigned unit or with the unit he is associated with/supporting.

**Table 7**  
**Off-Post scenario – with intermediate installations**

STEP	WHO/WHERE	ACTION
1	Commander/1SG at the original assigned unit	Follow Steps 1-5, Table 2.
2	PERSTEMPO Clerk at the original assigned unit	After forecasting is complete and the soldier is authorized to deploy, submit the event information through the web browser using the correct AHRI.

Repeat the following steps through all subsequent installations until the soldier returns to his assigned unit/parent unit at his home station: (Note: While these steps may seem optional, they are designed to enhance personnel asset visibility by revealing the soldier(s) current location, current unit of affiliation (if other than the assigned unit), and changes in duty status (e.g., AWOL, confinement).)

3	Commander/1SG at the newly arrived installation	Record pertinent deployment data (start & stop dates, location, purpose, etc) of the newly arrived soldier.
4	PERSTEMPO clerk at newly arrived installation	Submit the soldier's event information, to include new start date from the current installation and updated end date (if applicable), through the web application using the appropriate AHRI. (Note: The end date is the date the soldier completes the PERSTEMPO event. It is not the date he departs one unit/location on his way to another unit/location.)

5	Commander/1SG at the newly arrived installation	Gather any changes to a soldier's PERSTEMPO event, to include date changes (returning earlier/staying later), leave status, hospitalization, etc. Notify the PERSTEMPO clerk of any changes to be input in the web-browser.
6	Commander/1SG at each installation	Upon completion of the PERSTEMPO event, ensure the clerk has properly ended the event with the correct dates.
7	Commander/1SG at each installation	Retain PERSTEMPO tracking tool form or any other form used to record event information in case future verification is needed to correct a soldier's deployment count

**c. Reconciliation/verification of PERSTEMPO data.** Initiate the following steps when a soldier reaches or is expected to reach the 182 day or 220 day thresholds during a forecast deployment.

**Table 8**  
**Data Reconciliation**

STEP	WHO/WHERE	ACTION
1	PERSTEMPO Clerk	Upon notification from the web application that (a) soldier(s) has/have reached a designated threshold, produce an individual or group reconciliation report, as appropriate, for verification purposes (reports will be created at a later time – Phase II).
2	Commander/First Sergeant	Review and correct, as needed, the soldier's PERSTEMPO deployment event data to include dates, number of deployed days, non-deployment events, etc.
3	Soldier (highly recommended if possible)	Review and provide corrections to the PERSTEMPO data, if necessary.
4	Commander/First Sergeant	Provide the report to the chain of command to continue the threshold management action (see Table 9 – Threshold Management).

**d. Threshold management.** Initiate the following steps when a soldier has been identified as a high deployer (182 day threshold) or needs approval to exceed the 220 day threshold.

**Table 9**  
**Threshold Management**

STEP	WHO/WHERE	ACTION
1	Co/Bn Commander	Identify soldiers who are projected to or will continue to deploy past the 182 day threshold. For management purposes, prepare a memorandum thru the chain of command for the first Army general officer informing him that the soldier(s) will break the first threshold.
2	First general officer	Acknowledge receipt of the memorandum identifying high deployment soldiers. This is not an authorization to allow soldiers to exceed the 182 day threshold, rather it is an acknowledgement that the soldier has accrued or will accrue 182 days of deployment time and requires more management by the chain of command. The desired result is not to have the soldier accrue more than 250 deployment days out of the previous 365 days, unless critical to mission success.
3	Co/Bn Commander	Identify soldiers who are projected to or will continue to deploy past the 220 day threshold. If the soldier is critical for mission success and can't be replaced, prepare a memorandum thru the chain of command for the first Army four star General Officer (O-10) asking for approval for the soldier(s) to deploy past this threshold.
4.	General Officer (O-10)	Provide approval/disapproval for soldiers to break the 220 day threshold. As an additional management step, indicate approval/disapproval to break 250 days. Provide any other appropriate comments.
5.	Co/Bn Commander	If approved, deploy the soldier or allow the soldier to remain on the current deployment. If disapproved, do not deploy the soldier or return the soldier from the current PERSTEMPO event and replace him.

**e. Adjusting PERSTEMPO counter.** The main tool for a soldier to check his deployment counter is his end of month LES. Initiate the following steps when a soldier has identified a question and/or concern regarding his PERSTEMPO counter.

**Table 10**  
**Challenging PERSTEMPO Counter**

STEP	WHO/WHERE	ACTION
1	Soldier	Examine end of month LES or an individual reconciliation report (reports will be created at a later time – Phase II). If a discrepancy/error is noted on the LES counter (i.e. entry inaccurately reflects the number of deployed days), assemble appropriate documentation (training schedules, DD Form 1610, manifests, etc) and provide it to the

		Commander/First Sergeant whereas a correction can be accomplished.
2	Commander/First Sergeant	Review the soldier's request and enclosed documentation and make corrections through the PERSTEMPO clerk as necessary if an obvious posting error occurred.
3	Commander/First Sergeant	If a correction to the PERSTEMPO database is not warranted, notify the soldier, in writing, of the reason. (appeal???)

## ANNEX A PERSTEMPO Categories

### DEPLOYMENT (Creditable Events)

Category	Purpose
<b>Operation</b>	Contingency Operation National Emergency War Counter Drug Law Enforcement Operations US Domestic Civil Humanitarian Peace Keeping Surveillance Forward Presence
<b>Exercise</b>	Joint/Combined Service NATO
<b>Unit Training</b>	Combined Training Center Off Post Training Area On Post Training Area Home Station Training
<b>Mission Support TDY</b>	No purpose needed
<b>Hospitalization</b>	No purpose needed

### NON DEPLOYMENT (Non-creditable Events)

Individual Training TDY (Schools) Leave Discipline (Confinement) AWOL Hospitalization (pending)
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## ANNEX B Definitions

### Deployment (creditable) Category: Operations

Category	Definition
Operations	An Operation is defined as a military action or the carrying out of a strategic, tactical, service, training, or administrative military mission; providing support to domestic civil, humanitarian, or counter-drug military mission; the process of carrying on combat, including movement, supply, attack, defense and maneuvers needed to gain the objectives of any battle or campaign. Operations are generally named by OJCS.

### Purposes for Operations

Purpose	Definition
Contingency Operations (Operations)	Contingency Operations are designated by the Secretary of Defense as operations in which members of the Armed Forces are or may become involved in military actions, operations, or hostilities against an enemy of the United States or against an opposing force.
National Emergency (Operations)	A National Emergency is a condition declared by the President or the Congress that authorizes certain emergency actions be undertaken in the national interest.
War (Operations)	War is an armed conflict between the Armed Forces of two or more states or coalitions, involved in large-scale sustained combat operations to achieve national strategies/objectives or protect national interests. This would only apply to operations that have been declared "war" by the Congress of the United States.
Counter Drug (Operations)	A Counter Drug operation is a military action taken to detect, monitor, and counter the production, trafficking, and use of illegal drugs.
Law Enforcement Operation (Operations)	A Law Enforcement Operation supports law enforcement authorities to counter international criminal activities (terrorism, narcotics trafficking, slavery, and piracy), and to suppress domestic rebellion in foreign countries.
Forward Presence (Operations)	Forward Presence is the visible posture of US forces and infrastructure strategically positioned in or near key regions around the globe, to contribute to the stability, continuity, and flexibility that protects US interests.

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Purpose	Definition
US Domestic Civil ( <i>Operations</i> )	US Domestic Civil operations include those activities and measures taken by the Department of Defense to foster mutual assistance and support between the Department of Defense and any civil government agency in planning, preparing for, or applying resources for border patrol augmentation, and in response to the consequences of civil emergencies or attacks, including national security emergencies.
Humanitarian ( <i>Operations</i> )	A Humanitarian operation is conducted to relieve or reduce the results of natural or manmade disasters or other endemic conditions such as human pain, disease, hunger, or privation that might present a serious threat to life or that can result in great damage to or loss of property. Assistance provided under these provisions can include: (1) medical, dental, and veterinary care provided in rural areas of a country; (2) construction of rudimentary surface transportation systems; (3) well drilling and construction of basic sanitation facilities; and (4) rudimentary construction and repair of public facilities.
Peace Keeping ( <i>Operations</i> )	A Peace Keeping operation is a military action undertaken with the consent of all major disputing parties, designed to monitor and facilitate implementation of an agreement (such as a cease-fire or truce) and support diplomatic efforts to reach a long-term political settlement.
Surveillance ( <i>Operations</i> )	Surveillance is the systematic observation of aerospace, surface or subsurface areas, places, persons, or things, by visual, auditory, electronic, photographic, or other means.



## ANNEX B Definitions

### Deployment (creditable) Category: Exercise

Category	Definition
Exercise (Named)	Exercise is defined as support to a named military maneuver or simulated wartime operation involving planning, preparation, and execution carried out for the purpose of training and evaluation. It may be a combined, joint, or single-Service exercise, depending on participating organizations.

### Purposes for Exercises

Purpose	Definition
Joint/Combined (Exercise)	A Joint/Combined exercise is a military maneuver or simulated wartime operation involving planning, preparation, and execution. It is carried out for the purpose of training and evaluation. A joint exercise involves more than one US Armed Force. A combined exercise involves one or more US Armed Forces and one or more allies
Service (Exercise)	Service exercise is defined as a single Armed Force's military maneuver or simulated wartime operation involving planning, preparation, and execution carried out for the purpose of training and evaluation.
NATO Exercise (Exercise)	A NATO Exercise is a combined military maneuver or simulated wartime operation conducted by forces of two or more allied NATO nations acting together for the accomplishment of a single mission.

## ANNEX B Definitions

### Deployment (creditable) Category: Unit Training

Category	Definition
Unit Training	Unit Training is defined as all or part of a unit accomplishing training objectives at a location other than the permanent duty location. Unit training includes exercises that have not received an official designation.

### Purposes for Unit Training

Purpose	Definition
Combined Training Center (Unit Training)	Combined Training Center is the location where one or more Services conduct training to meet specific training requirements, test new methodologies, and receive independent training evaluations.
On-post Training Area (Unit Training)	On-post training area is defined as training accomplished at the permanent duty location/installation
Off-post Training Area (Unit Training)	Off-post training area is defined as training accomplished at other than the permanent duty location/installation. (does not include training at CTC)
Home Station Training	Home Station Training is training conducted within the limits of an installation or base. This area has been predetermined and is documented by appropriate authorities.

## **ANNEX B Definitions**

### **Deployment (creditable) Category: Mission Support TDY**

<b>Category</b>	<b>Definition</b>
Mission Support TDY	Mission Support TDY is defined as duties that include meetings, conferences, staff visits, staff augmentation, and medical appointments.

## ANNEX B Definitions

### Non Deployment (non-creditable) Information

Term	Definition
PERSTEMPO Non-Deployment	PERSTEMPO Non-Deployment is when a member of the Armed Forces is engaged in official duties, is unable to spend off-duty time in the housing in which the member resides, and is: a) Performing service as a student or trainee at a school (including any Government school) (tracked all the time) b) AWOL (tracked during a deployment). c) On leave (tracked during a deployment). d) Confined as a result of disciplinary action (tracked during a deployment). e) Hospitalized during a deployment with Line of Duty-No. <b>(pending issue)</b>

### Non Deployment (non-creditable) Examples

Term	Definition
Individual Training TDY (Schools)	Individual Training TDY is institutional training conducted in a school or training center of a centralized, DoD or single service, training organization.
AWOL (pending)	Need official OSD definition
Leave	Need official OSD definition
Discipline	Discipline is the confinement of Armed Forces members where they are restricted from performing normal duties.
Hospitalization (pending)	A soldier who is hospitalized due to his negligence. A line of duty investigation would determine if the soldier was hospitalized through his own fault (Line of Duty –No). (need official OSD definition)

## ANNEX B Definitions

### Other key definitions

Term	Definition
Day Away	A day away begins on one day, ends on another day. A day away does not require a full 24 hours to be considered a PERSTEMPO day and the day of return will not count as a day away.
High-deployment Days Member	Service member who has been deployed 182 days or more out of the preceding 365 days.
High-deployment Pay	Service members are entitled to \$100 per diem for each day they are (1) deployed, and (2) have, as of that day, been deployed 251 days or more out of the preceding 365 days.
Operation Order	An Operation Order is a directive issued by a commander to subordinate commanders for the purpose of effecting the coordinated execution of an operation.
Permanent Duty Station	A Permanent Duty Station is the geographic location to which a member was last permanently assigned and for which no TDY dollars were authorized.
Permanent Training Site	Permanent Training Site is the geographic location to which a member of a Reserve Component is assigned and for which no TDY dollars were authorized.
Pursuant to Orders	Orders within DoD are defined in two ways: written or verbal.  a) Operation orders, travel orders (DD1610), TCS Orders, Attachment Orders, FRAGOs, and training schedules are considered written orders. These orders establish the requirement for a person or unit (to include people assigned to the unit) to be at a specific location on a given date. Further, these orders are maintained for a specific period of time and serve as the official record of actions taken.  b) Verbal orders are accepted as official instruction/guidance. The use of verbal orders should be kept to a minimum when relating to PERSTEMPO events.
Training Area (Unit Training)	Training Area is the geographic area in which unit training is conducted. The training area can be described as an installation, an area of a city, other public land, or a body of water.
Unit	A Unit is defined as a company/battery/troop, battalion, brigade/squadron, or equivalent level (or a higher level) with a UIC, for the purposes of PERSTEMPO aggregate reporting.

## **ANNEX C Army Human Resource Identifier (AHRI)**

The implementation of the Army Human Resource Identifier (AHRI) will significantly enhance the ability of the Army to track and manage the PERSTEMPO of soldiers. In addition, the Army Human Resource Identifier provides a solid foundation for the Army to fulfill the PERSTEMPO requirements specified in law and in guidance from OSD. The implementation of the PERSTEMPO application in a web environment is compatible with the emerging concepts for other Personnel Transformation initiatives. This new functional capability will allow commanders at all echelons to group personnel together in a flexible way, based on mission requirements, and to manage the group by a unique identifier that is totally within the control of the Army Human Resources community.

The implementation of the AHRI as a part of the PERSTEMPO solution will not require any change to the Unit Identification Code (UIC) system or any legacy system currently supporting the Army Human Resources community.

### **The AHRI Performs the Following Functions:**

#### **Provides a basis for Personnel Asset Visibility.**

Current Human Resources doctrine does not provide an easy method for commanders to group and track personnel based on assigned missions and tasks. In today's Army, units do not perform operations with all the soldiers assigned to the unit. That is, for any deployment, mission, or task, there is usually some percentage of the unit that does not participate.

There are two reasons for this. First, commanders task organize to meet assigned missions. Not every soldier assigned to a specific unit is required for every mission. Second, even when a unit deploys as a single entity, not all personnel may be deployable. There may be soldiers in a unit that cannot deploy for any one of a variety of reasons.

The ability to track groups of soldiers within a unit as they participate in task organizations will significantly enhance personnel asset visibility. The current UIC system does not allow commanders to group soldiers by mission/task. The AHRI will provide this capability.

#### **Provides a means to account for the temporary assignment of personnel.**

Current human resources doctrine does not provide a single process to account for the temporary assignment of personnel. While there is doctrine for "Temporary Change of Station", this does not cover other temporary assignments, such as field exercises at home station, National Training Center rotation, Temporary Duty, etc. Most doctrine focuses on accounting for the permanent assignment of soldiers.

Management of temporary assignments of soldiers requires a dimension of management separate from managing permanent assignments. The majority of temporary assignments occur while a soldier is participating as a member of a group. The UIC system was not designed to meet the needs of commanders who have to manage temporary groupings of soldiers (and civilians). It cannot be adjusted "on the fly" to meet commanders'

## **ANNEX C Army Human Resource Identifier (AHRI)**

requirements. UIC's cannot easily form the foundation for temporary accounting. Tracking the temporary assignment of soldiers requires the ability to group soldiers based on the mission/operation they are performing. The AHRI will allow Human Resources professionals throughout the Army to create a disciplined management system that will track the temporary assignment of personnel. This includes current, projected, and previous temporary assignments.

### **Provides an expansion of the capability of the (UIC).**

The UIC does not have the flexibility or the capability to respond to the Commander's requirement to immediately task organize to accomplish an assigned mission. To dynamically respond to the Army's requirements, the Human Resources community needs to provide commanders with a flexible, decentralized system that will allow commanders the ability to create their own unique identification system.

Working within the framework of the UIC, the AHRI meets this requirement for functionality. Following a disciplined, rigorous process, commanders at all echelons of the Army will have the capability to create AHRI's as required to support their mission.

UIC will continue to exist as the backbone of Human Resources strength accounting. The AHRI will complement UIC. It does not break or change the use of the UIC. Expanding the capability of UIC will allow commanders at all echelons to identify their personnel based on a unique mission/task identifier.

### **Provides a hierarchical view of the Army.**

To meet contemporary requirements, commanders and Human Resources managers require the capability to view the Army by echelon. That is, various tasks require that they have the capability to view portions of the Army starting at the highest level and "drilling down" through Corps, Division, Brigade, Battalion, to Company level (and sometimes lower). There is no functional capability within the Army that provides this hierarchical perspective.

The AHRI satisfies the requirements for a hierarchical view of the Army that can be implemented throughout the Human Resource systems. It is also constructed to be consistent with the Personnel Transformation mission. By using a flexible, common methodology, the AHRI provides a "roll-up" and "drill down" capability as a byproduct.

## **Definition and Structure of the AHRI:**

### **Definition.**

The Army Human Resource Identifier identifies a collection of personnel, to include Active Army, US Army Reserve, and Army National Guard, as well as Army Civilian, Contractor, and Private Organization (e.g. Red Cross) personnel that are grouped together for a specific military purpose. The identifier's main purpose is to enhance personnel asset visibility.

Abbreviation – AHRI

## **ANNEX C Army Human Resource Identifier (AHRI)**

### Values.

Attached at Enclosure 1 is an example of the AHRI values for the 3<sup>rd</sup> Infantry Division. These AHRI values will be hierarchical in nature. That is, each subsequent level of command “inherits” the higher headquarters AHRI. For example, the AHRI designated “AFZP” encompasses all organizational elements within the 3<sup>rd</sup> Infantry Division. “AFZP-VA” encompasses all organizational elements of the 1<sup>st</sup> Brigade.

Within this base structure, commanders can create AHRI’s for temporary assignments. For example, if elements of the 1<sup>st</sup> Brigade will be participating in a special mission, the staff of the 1<sup>st</sup> Brigade can create an AHRI for this mission. Assuming the name assigned to the mission is Bold Warrior, the Army Human Resource Identifier could be: AFZP-VA-BW.

### Creation and Management.

The base structure for the AHRI will be established with the initial implementation of PERSTEMPO. This base structure will consist of the Major Army Commands (MACOM) and echelons below those commands down to company level.

Using this base structure, commanders at all echelons can construct additional identifiers to meet operational requirements. Commanders can only create identifiers within their hierarchical construct. That is, they cannot change their “base”. They can only create extensions of their base identifier.

These identifiers will be centrally stored in a registry in the Total Army Personnel Data Base (TAPDB) within PERSCOM using a web interface. This will ensure that commanders follow the business rules and there is no identifier duplication.

MACOM’s can implement additional functional guidance for the creation and utilization of identifiers within their MACOM, as required. For organizational changes (e.g. unit changes from one MACOM to another MACOM), the gaining MACOM will coordinate with the central registry to create and/or change the identifier.

## **Initial Use of the Army Human Resource Identifier within the PERSTEMPO system:**

### Access.

The AHRI will be used to control access to and capabilities within the PERSTEMPO web solution. That is, when users are registered to access the PERSTEMPO system, the registration process will include assignment of the user to a specific AHRI. The user will then have access to the soldiers within that AHRI as well as the ability to associate other soldiers (or civilians) to a particular AHRI. In addition, they will have the ability to create subordinate AHRI’s.

### Identification of PERSTEMPO Activities.

To reduce the workload on the Battalion staff, the design approach for the PERSTEMPO solution is to create PERSTEMPO activities and then associate soldiers with those activities.



## **ANNEX C Army Human Resource Identifier (AHRI)**

Then, by changing attributes of the PERSTEMPO activity, such as the projected start date, changes will automatically propagate to all soldiers associated with that activity. Because it is possible for a soldier who is currently serving on a PERSTEMPO event to have multiple future projected PERSTEMPO events, it is necessary to have the ability to record multiple PERSTEMPO activities within the system. The AHRI provides this capability.

### **Unit Rollup Capability.**

The AHRI will allow commanders and Human Resources managers at all echelons of the Army to view data that is specific to their command, or under their control. It is the intent of the PERSTEMPO system to load PERSTEMPO data into a commercial off the shelf product, such as COGNOS, to meet the reporting requirements for the management of PERSTEMPO within the Army. With the AHRI, commanders and Human Resources managers will be able to “drill down” through various echelons of command to meet their requirements for information. Without this capability, reporting would be limited to Major Command, UIC, and individual soldier. It would not be possible to obtain reports by echelon of command.

The unit rollup capability can also permit a commander to clearly visualize the full breadth of his or her temporary organizational structure, such as a composite unit formed for a particular military mission or a special team of military members and civilians assembled for a humanitarian mission.

### **Other Definitions.**

PERSTEMPO Activity: A military activity that requires a soldier to spend a minimum of one day “away from his or her home/bunk” and for which the soldier will accumulate credit for PERSTEMPO pay. The activity must start on one day and end on a different day. CQ, Staff Duty, and guard detail are not PERSTEMPO Activities.

PERSTEMPO Event: The instance of a specific soldier or group of soldiers participating in a PERSTEMPO Activity.

Parent AHRI: an AHRI that has one or more subordinate AHRI’s.

Child AHRI: an AHRI that is subordinate to another AHRI (the parent AHRI).

### **Responsibilities.**

Systems Administrator. The Systems Administrator for the web based PERSTEMPO application sponsored by PERSCOM will establish a master registry of the initial permanent AHRI’s for all active component Army organizations down to the company level, and will maintain the registry on behalf of all organizations and their permanent AHRI’s. (Addition of Reserve Component organizations is to be determined).

## **ANNEX C Army Human Resource Identifier (AHRI)**

MACOM. MACOMs will request to establish new permanent AHRI's, through PERSCOM, if a need for a new AHRI occurs (realignment, major organizational change, etc.).

Commanders. The commander at each level is responsible for the operation and maintenance of the PERSTEMPO application at that command level and holds oversight responsibility for all direct subordinate command levels. The commander ensures that the data in the PERSTEMPO application accurately reflects actual events. It is up to the commander to decide whether to utilize the AHRI, but he or she must follow the business rules and functional procedures for use of the AHRI, if used. Authorize and monitor delegations of access to unit AHRI.

PERSTEMPO Application Operators. Use AHRI according to rules and procedures. Delegate permission to other operators as needed.

## ANNEX C Army Human Resource Identifier (AHRI)

### Example - Army Human Resources Identifiers for the 3<sup>rd</sup> Infantry Division

Unit Name	Army Human Resource Identifier	Unit Identification Code
US ARMY FORCES COMMAND	AF	
3rd INF DIV	AFZP	
HHC, 3 <sup>RD</sup> ID	AFZP-HC	WAQJAA
3RD MP BN	AFZP-HC-P	WAQKAA
3RD MP CO	AFZP-HC-P-AC	WAQKZZ
179TH MP DET	AFZP-HC-P-BC	WAQKB0
293RD MP CO	AFZP-HC-P-CC	WAQKC0
549TH MP CO	AFZP-HC-P-DC	WAQKD0
REAR, 3RD MP CO	AFZP-HC-P-RD	WAQKA1
REAR, HHC 3RD ID	AFZP-HC-RD	WAQJA2
3RD SSB	AFZP-SB	WAQSAA
A CO, 3RD SSB	AFZP-SB-AC	WAQSA0
B CO, 3RD SSB	AFZP-SB-BC	WAQSB0
C CO, 3RD SSB	AFZP-SB-CC	WAQSC0
HHC, 3 <sup>RD</sup> SSB	AFZP-SB-HC	WAQST0
1ST BDE	AFZP-VA	
HHC, 1 <sup>ST</sup> BDE	AFZP-VA-HC	WAQNAA
REAR, 1ST BDE	AFZP-VA-HC-RD	WAQNA1
3/69TH AR BN	AFZP-VA-K	WAQ1AA
A CO, 3/69TH AR BN	AFZP-VA-K-AC	WAQ1A0
B CO, 3/69TH AR BN	AFZP-VA-K-BC	WAQ1B0
C CO, 3/69TH AR BN	AFZP-VA-K-CC	WAQ1C0
D CO, 3/69TH AR BN	AFZP-VA-K-DC	WAQ1D0
HHC 3/69TH AR BN	AFZP-VA-K-HC	WAQ1TO
REAR, 3/69TH AR BN	AFZP-VA-K-RD	WAQ1A1
2/7TH IN BN	AFZP-VA-L	WAQGAA
A CO, 2/7TH IN BN	AFZP-VA-L-AC	WAQGA0
B CO, 2/7TH IN BN	AFZP-VA-L-BC	WAQGB0
C CO, 2/7TH IN BN	AFZP-VA-L-CC	WAQGC0
D CO, 2/7TH IN BN	AFZP-VA-L-DC	WAQGD0
HHC, 2/7TH IN BN	AFZP-VA-L-HC	WAQGT0
REAR, 2/7TH IN BN	AFZP-VA-L-RD	WAQGA1
3/7TH IN BN	AFZP-VA-M	WAQGAA
A CO, 3/7TH IN BN	AFZP-VA-M-AC	WAQYA0
B CO, 3/7TH IN BN	AFZP-VA-M-BC	WAQYB0
C CO, 3/7TH IN BN	AFZP-VA-M-CC	WAQYC0
D CO, 3/7TH IN BN	AFZP-VA-M-DC	WAQYD0

## ANNEX C Army Human Resource Identifier (AHRI)

HHC, 3/7TH IN BN	AFZP-VA-M-HC	WAQYT0
REAR, 3/7TH IN BN	AFZP-VA-M-RD	WAQYA1
2ND BDE	AFZP-VB	
4/64TH AR BN	AFZP-VB-A	WFL9AA
A CO, 4/64TH AR BN	AFZP-VB-A-AC	WFL9A0
B CO, 4/64TH AR BN	AFZP-VB-A-BC	WFL9B0
C CO, 4/64TH AR BN	AFZP-VB-A-CC	WFL9C0
D CO, 4/64TH AR BN	AFZP-VB-A-DC	WFL9D0
HHC, 4/64TH AR BN	AFZP-VB-A-HC	WFL9T0
REAR, 4/64TH AR BN	AFZP-VB-A-RD	WFL9A1
HHC, 2 <sup>ND</sup> BDE	AFZP-VB-HC	WAQPAA
3/15TH IN BN	AFZP-VB-K	WAQEA0
A CO, 3/15TH IN BN	AFZP-VB-K-AC	WAQEA0
B CO, 3/15TH IN BN	AFZP-VB-K-BC	WAQEB0
C CO, 3/15TH IN BN	AFZP-VB-K-CC	WAQEC0
D CO, 3/15TH IN BN	AFZP-VB-K-DC	WAQED0
HHC, 3/15TH IN BN	AFZP-VB-K-HC	WAQET0
REAR, 3/15TH IN BN	AFZP-VB-K-RD	WAQEA1
1/64th AR BN	AFZP-VB-L	WAZDAA
A CO, 1/64TH AR BN	AFZP-VB-L-AC	WAZDA0
B CO, 1/64TH AR BN	AFZP-VB-L-BC	WAZDB0
C CO, 1/64TH AR BN	AFZP-VB-L-CC	WAZDC0
D CO, 1/64TH AR BN	AFZP-VB-L-DC	WAZDD0
HHC, 1/64TH AR BN	AFZP-VB-L-HC	WAZDT0
REAR, 1/64TH AR BN	AFZP-VB-L-RD	WAZDA1
123RD SIG BN	AFZP-VC	WAQMAA
A CO, 123RD SIG BN	AFZP-VC-AC	WAQMA0
B CO, 123RD SIG BN	AFZP-VC-BC	WAQMB0
C CO, 123RD SIG BN	AFZP-VC-CC	WAQMC0
D CO, 123RD SIG BN	AFZP-VC-DC	WAQMD0
HHC, 123RD SIG BN	AFZP-VC-HC	WAQMT0
REAR, 123RD SIG BN	AFZP-VC-RD	WAQMA1
3/7TH CAV	AFZP-VD	WAP9AA
A TRP, 3/7TH CAV	AFZP-VD-AT	WA99A0
B TRP, 3/7TH CAV	AFZP-VD-BT	WAP9B0
C TRP, 3/7TH CAV	AFZP-VD-CT	WAP9D0
D TRP, 3/7TH CAV	AFZP-VD-DT	WAP9C0
E TRP, 3/7TH CAV	AFZP-VD-ET	WAP9E0
F TRP, 3/7TH CAV	AFZP-VD-FT	WAP9F0
HHT, 3/7TH CAV	AFZP-VD-HT	WAP9T0
REAR, 3/7TH CAV	AFZP-VD-RD	WAAP9A1
EN BDE	AFZP-VE	
11TH EN BN	AFZP-VE-A	WAZYAA

## ANNEX C Army Human Resource Identifier (AHRI)

A CO, 11TH EN BN	AFZP-VE-A-AC	WAZYA0
B CO, 11TH EN BN	AFZP-VE-A-BC	WAZYB0
C CO, 11TH EN BN	AFZP-VE-A-CC	WAZYC0
D CO, 11TH EN BN	AFZP-VE-A-DC	WAZYD0
HHC, 11TH EN BN	AFZP-VE-A-HC	WAZYT0
REAR, 11TH EN BN	AFZP-VE-A-RD	WAZYA1
10TH EN BN	AFZP-VE-B	WAP7AA
A CO, 10TH EN BN	AFZP-VE-B-AC	WAP7A0
B CO, 10TH EN BN	AFZP-VE-B-BC	WAP7B0
D CO, 10TH EN BN	AFZP-VE-B-DC	WAP7D0
HHC, 10TH EN BN	AFZP-VE-B-HC	WAP7T0
REAR, 10TH EN BN	AFZP-VE-B-RD	WAP7A1
3RD ID BAND	AFZP-VE-D	WEL9AA
REAR, 3RD ID BAND	AFZP-VE-D-RD	WEL9A1
HHC, EN BDE	AFZP-VE--HC	WJD1AA
REAR, HHC EN BDE	AFZP-VE-RD	WJD1A1
DIVARTY	AFZP-VF	
1/41ST FA BN	AFZP-VF-B	WAQZAA
A BTRY, 1/41ST FA BN	AFZP-VF-B-AB	WAQZA0
B BTRY, 1/41ST FA BN	AFZP-VF-B-BB	WAQZB0
C BTRY, 1/41ST FA BN	AFZP-VF-B-CB	WAQZC0
HHB, 1/41ST FA BN	AFZP-VF-B-HB	WAQZT0
REAR, 1/41ST FA BN	AFZP-VF-B-RD	WAQZA1
SVC BTRY, 1/41ST FA BN	AFZP-VF-B-SB	WAQZS0
1/9TH FA BN	AFZP-VF-C	WA2SAA
A BTRY, 1/9TH FA BN	AFZP-VF-C-AB	WA2SA0
B BTRY, 1/9TH FA BN	AFZP-VF-C-BB	WA2SB0
C BTRY, 1/9TH FA BN	AFZP-VF-C-CB	WA2SC0
HHB, 1/9TH FA BN	AFZP-VF-C-HB	WA2ST0
REAR, 1/9TH FA BN	AFZP-VF-C-RD	WA2SA1
SVC BTRY, 1/9TH FA BN	AFZP-VF-C-SB	WA2SS0
HHB, DIVA-RTY	AFZP-VF-HB	WAQRAA
REAR, HHB, DIVA-RTY	AFZP-VF-RD	WAQRA2
A BTRY, 13TH FA	AFZP-VF-S-B	WAQBAA
REAR, A BTRY, 13TH FA	AFZP-VF-S-RD	WAQBA1
A TAB, 39TH FA	AFZP-VF-T-A	WE93AA
103RD MI BN	AFZP-VM-I	WH67AA
A CO, 103RD MI BN	AFZP-VM-I-AC	WH67A0
B CO, 103RD MI BN	AFZP-VM-I-BC	WH67B0
C CO, 103RD MI BN	AFZP-VM-I-CC	WH67C0
D CO, 103RD MI BN	AFZP-VM-I-DC	WH67D0
HHC, 103RD MI BN	AFZP-VM-I-HC	WH67T0
REAR, 103RD MI BN	AFZP-VM-I-RD	WH67A1

## ANNEX C Army Human Resource Identifier (AHRI)

DISCOM	AFZP-VS	
92ND CHEM CO	AFZP-VS-C	WH7XAA
REAR, 92ND CHEM CO	AFZP-VS-C-RD	WH7XA1
26TH FSB	AFZP-VS-D	WJAUAA
A CO, 26TH FSB	AFZP-VS-D-AC	WJAUA0
B CO, 26TH FSB	AFZP-VS-D-BC	WJAUB0
C CO, 26TH FSB	AFZP-VS-D-CC	WJAUC0
HHD, 26TH FSB	AFZP-VS-D-HC	WJAUT0
REAR, 26TH FSB	AFZP-VS-D-RD	WJAUA1
HHC, DISCOM	AFZP-VS-HC	WAQSAA
703RD MSB	AFZP-VS-M	WDKAAA
A CO, 703RD MSB	AFZP-VS-M-AC	WDKAA0
B CO, 703RD MSB	AFZP-VS-M-BC	WDKAB0
C CO, 703RD MSB	AFZP-VS-M-CC	WDKAC0
D CO, 703RD MSB	AFZP-VS-M-DC	WDKAD0
E CO, 703RD MSB	AFZP-VS-M-EC	WDKAE0
HHD, 703RD MSB	AFZP-VS-M-HC	WDKAT0
REAR, 703RD MSB	AFZP-VS-M-RD	WDKAA1
REAR, HHC, DISCOM	AFZP-VS--RD	WAQSA2
3RD FSB	AFZP-VS-S	WJATAA
A CO, 3RD FSB	AFZP-VS-S-AC	WJATA0
B CO, 3RD FSB	AFZP-VS-S-BC	WJATB0
C CO, 3RD FSB	AFZP-VS-S-CC	WJATC0
HHD, 3 <sup>RD</sup> FSB	AFZP-VS-S-HC	WJATT0
1/3RD ADA	AFZP-VVB	WEZMAA
A BTRY, 1/3RD ADA	AFZP-VVB-AB	WEZMA0
B BTRY, 1/3RD ADA	AFZP-VVB-BB	WEZMB0
C BTRY, 1/3RD ADA	AFZP-VVB-CB	WEZMC0
D BTRY, 1/3RD ADA	AFZP-VVB-DB	WEZMD0
HHB, 1/3RD ADA	AFZP-VVB-HB	WEZMT0
REAR, 1/3RD ADA	AFZP-WB-RD	WEZMA1
REAR, A TAB, 39TH FA	ARZP-VFT-RD	WE93A2

## **ANNEX D PERSTEMPO Tracking Tool**

See EXCEL Spreadsheet